The Linguistics Department criteria for Tenure and Promotion are intended as a supplement to the general University Criteria for Appointment, Tenure and Promotion articulated in Articles 28, 35.13 and 35.15 of the SFU Faculty Association and SFU Collective Agreement. In particular, we honour the Criteria for Assessing Non-Traditional Scholarship articulated in subsections 28.18-28.22 of the Collective Agreement.

A faculty member who is being considered for contract renewal, tenure and/or promotion, or for salary review, must be evaluated on the basis of their performance in three key areas of activity: teaching effectiveness; scholarly activity (for tenured and tenure-track faculty); and service to the University, their academic discipline, and/or the broader community.

Tenure and promotion to the rank of Associate Professor is based on a record of successful teaching, scholarly achievement, and participation in service to the University, discipline, and/or community. An important criterion is the demonstration of continued professional growth of the individual in their field(s), including evidence of recognition as an established scholar. External referees of high academic stature must assess the individual’s research contributions.

Promotion to the rank of Professor is based on consideration of the total overall career contributions of the faculty member in the areas of teaching, research and service to the University, discipline, and/or community. The rank of Professor is designed for those who have excelled in teaching and research. Appointment or promotion to this rank requires evidence of national or international reputation in the candidate’s field(s) of research expertise, supported by letters from external referees of high academic stature.

Promotion to the rank of Senior Lecturer is based on a record of excellence in teaching, along with development and innovation in the area of pedagogy, and participation in service to the University, discipline, and/or community.

Promotion to the rank of University Lecturer is based on consideration of the total overall career contributions of a Senior Lecturer in the area of teaching. It is intended for those who have demonstrated outstanding achievement in teaching, as well as distinction in the development of pedagogy, along with continued service to the University, discipline, and/or community.

Teaching

The review must consider evidence of teaching effectiveness that is based on a variety of assessments of teaching success. Criteria of evaluation may include evidence of mastery of the subject, favourable reception by students, maintenance of appropriate academic standards, currency within one's field(s), pedagogical innovation, quality of graduate supervision, course and program design, curriculum revision, and teaching versatility. Additional factors to be considered include successful creation of print or digital teaching materials; supervision of
honours students, research assistants, teaching assistants, or post-doctoral fellows; service as an external examiner; and research on pedagogy in linguistics or related disciplines.

The evaluation of teaching will make use of qualitative and quantitative assessment measures such as teaching dossiers, student questionnaires, and the observations of faculty colleagues. It is recommended that applicants prepare a teaching dossier that includes a statement of teaching philosophy; an explanation of how that philosophy informs their teaching; descriptions of courses taught; sample syllabi, assignments, and exams; as well as a self-assessment of the results of student course evaluations. A candidate may also ask that members of the Tenure and Promotion Committee observe their teaching and report to the Committee.

Those applying for promotion to Associate Professor are expected to have served or to be serving on graduate student supervisory committees. Those applying for promotion to Professor are expected to have served as senior supervisor for graduate students who have successfully completed their degrees. All faculty members are expected to teach successfully at multiple levels of the curriculum.

For tenure-track and tenured faculty, satisfactory performance must be demonstrated in the area of teaching in order to qualify for a positive recommendation. For lecturers, excellent performance is expected.

Research

Scholarly achievement is an essential factor in a review of faculty performance. Faculty members are expected to establish a coherent and sustained program of research that results in regular publication or other forms of dissemination in venues subject to peer evaluation. No specified number of publications is required; but rather, emphasis will be placed on the quality of the publications and impact on the field. Impact can be measured by the comments of external referees, the quality of the fora in which the research is presented, citations, commercialization, and, for teaching materials, their adoption in educational programs.

The research program should result in some or all of the following:

- refereed books and articles
- book chapters and papers in conference proceedings
- talks or posters at refereed conferences
- invited publications and presentations
- editorial contributions (journals, books, and other compilations)
- reviews and citations of the candidate’s published research
- internal and external research support
- contributions to laboratories, centres, and institutes
- research prizes or other recognition by appropriate academic bodies
- pedagogical works designed for use by language teachers and learners, or by language communities
- grammars, dictionaries, text collections, critical editions of legacy materials
- archives of primary data, electronic databases, corpora, software, and digital media
• research tools and instruments

Since the Department of Linguistics supports a variety of research programs, the importance of each of these contributions may vary depending on the research area. The importance of each will be measured against the norm for the field of research. Normally, refereed publications are given more weight than non-refereed publications unless the latter can be shown to have had significant impact on the field.

In cases where external letters of reference are required, the assessment of the candidate’s research by the referees must be taken into account in constructing the final recommendation.

Satisfactory performance in research must be demonstrated in order to qualify for a positive recommendation for promotion to Associate Professor. Excellent performance in research must be demonstrated for promotion to Professor.

Service

It is expected that each faculty member will be an active participant in the collegial governance of the University, at the Departmental, Faculty, and/or University level. In addition, the evaluation will take into account the member’s contributions to their discipline and to public service in general.

Applicants for tenure and promotion to Associate Professor and Senior Lecturer are expected to learn about and contribute to the governance of the Department and the University through serving on a Department or University committee each year. Applicants for promotion to Professor and University Lecturer should demonstrate an active contribution to the governance of the Department and interest in the University as a whole. All tenure-track and tenured members of the Department are expected to provide some level of service to their discipline.

Service to the Department includes sitting on standing and ad hoc Department committees, participating in Departmental searches and recruitment efforts, and representing the Department on University committees.

Service to the University includes sitting on Faculty and University committees, and serving on Senate or in the Faculty Association or other groups that contribute to the University community.

Service to the discipline includes reviewing manuscripts, grant applications and academic promotions or programs; editing journal and book series; organizing conferences; serving as members on editorial and conference boards; as well as actively participating in professional associations.

Service to the community includes presenting talks and publishing articles or blogs on linguistic topics of interest to the general public or to community organizations, as well as actively participating in relevant engagement efforts of University, community, discipline, government, or private industry organizations.
Satisfactory performance in service must be demonstrated by any faculty member in order to qualify for a positive recommendation for promotion.

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